**Mission**:

We aim to meet the social emotional, academic and health needs of our students in an inclusive and safe environment

**Vision**:

Making data driven decisions for a compassionate and diverse community

**Values**:

Trust, Respect, Integrity, Collaboration and Dedication

**School SMART Goals**:

By May 2023 Littleton STEM Academy will have shown a 15% increase in growth for math and ELA on the state assessment AASA for each grade level cohort.

By May of 2023 Littleton STEM Academy will have students’ kindergarten through 8th grade tracking their achievement progress bi-weekly

Please find our mission, vision, values and school goals above. Below you will find how we developed collective knowledge as a staff over the past few years. You will notice below that we did learning with our leadership team first to build capacity and support with them so that they could support the cascading of the learning to their teams. We also did many staff professional learning sessions that allowed them to build their capacity. We did book studies as a leadership team to deepen our commitment and resolve within the PLC journey. I want to note that in 2020 we were virtual, so we did our work online through the Zoom conferencing application.

Year 1 Summer 2020

**June: In this month we worked exclusively with our leadership team to build capacity and understanding around the work and the journey we would go on. We invested 40 hours of work over four weeks of intensive training. We met twice a week for 4 weeks to lay the foundation and develop a common understanding of PLC at Work.**

* 3 big ideas around PLC at Work
* Four Pillars
* Four guiding questions
* Introduced Protocols (NORMs, data analysis protocols, unwrapping protocols)
* Introduced rubric to provide feedback for PLC work
* Purpose of formative assessments and training on our assessment system Illuminate
* Expectations around meeting types (PLC, planning and business meetings)
* Tiered interventions – what they can look like and sound like

**Pre-service 2020: We began the work with our entire staff to build collective knowledge.**

* Crucial conversations
* Goals and PLC rubric for feedback
* Expectations around meetings
* Professionalism
* 3 big ideas

August 2020:

Leadership team did a book study From Me to We – Michael Roberts for semester 1. The whole staff had the below focus.

* Unwrapping standards
* Data protocols
* Different types of assessment reports and their advantages for looking at data differently
* How to create CFAs from unwrapping documents

September 2020:

* Test talks
* Instructional expectations

October 2020:

* What are interventions and extensions

December 2020

* Data reflections

January 2020

* Whole staff started diving deeper into data
* Feedback and questioning (DOK levels)

February 2020:

* Intervention types
* 3 big ideas and their connection to data analysis

March 2020:

* Skill vs. will document created and reviewed by staff
* Looking at bubble students (qualitative and quantitative data)

April-May:

* Reflections on data

Summer 2021 with leadership team we focused on interventions and extensions. We invested 40 hours over the month and met twice a week via the Zoom conferencing application to engage in rich learning.

* Tier 1 instruction
* Tier 2 and 3 interventions
* Extensions
* Screeners
* Team time to develop intervention and extension plans

Pre-service 2021

* New teachers received training on 3 big ideas, 4 pillars and 4 guiding questions
* NORMS
* Crucial conversations
* Reviewed end of year data and made connections to the PLC at Work journey we are on
* Traits of powerful school cultures

August 2021:

* Leadership team began our second book study Enriching the Learning – Michael Roberts
* We began instructional rounds and developed a problem of practice (academic conversations)

October/December/March/May 2021:

* Interim quarterly data dives whole staff to develop action plans to meet student needs
* The theme was to discuss use of resources available and how to intervene with tier 2 and 3 interventions based off of data analysis

December 2021:

* Professional learning with singletons grades 6th through 8th grade

January – May 2021:

* The leadership team did professional learning around time management, crucial conversations and peer reviewing PLC videos from our teams on campus to build capacity
* The rest of the staff focused on questioning, rigor and alignment, goals and CFA results